

SAFER RECRUITMENT

- At least 1 interviewer Safer Recruitment trained at each interview held
- Only application forms accepted, not CVs
- Checking applications for discrepancies/gaps
- Standardised questions, with scoring, at interview
- Targeted Safeguarding questions at interview (approach/attitude and integrity)
- Comprehensive induction and Safeguarding training for new staff
- Maintenance and checking of the Single Central Record
- Volunteer application forms, references and DBS checks

SITE SECURITY

- Staff ID badges identify "Trusted Adults/Duty Bearers" and grant access to locked doors
- Visitor sign in and agree to abide by safeguarding procedures, wearing Visitor lanyards with photograph displayed
- High level of internet filtering and screening of emails
- Senior staff have access to walkie talkies for emergencies
- All areas of the school supervised at break and lunchtime
- Site secured quickly at the start of the day

PROFESSIONAL CURIOSITY

- Staff maintain the mindset of "IT COULD HAPPEN HERE"
- Nagging doubts and observations are ALWAYS logged on CPOMS to build a picture
- Staff question what they are observing - they look, listen, ask direct questions, check out and reflect on ALL information received
- Safeguarding Review Meetings held regularly by DSLs to analyse CPOMS
- Governors receive Safeguarding reports at each full governor meeting
- Safeguarding is a standing item at each SLT meeting to share concerns

GOVERNOR OVERSIGHT

- Named governors for Safeguarding including Child Protection, LAC and Attendance
- Named governors for RSHE and SEND
- Regular governors visits
- Regular Safeguarding data is collated
- Safeguarding numbers and concerns reported (anonymously) at each LGC Meeting
- Policy review and adoption
- Annual Safeguarding audit shared and discussed with governors
- Annual Safeguarding training in line with updated guidance in KCSiE

SAFEGUARDING TRAINING

- Induction of new staff includes Safeguarding training
- Annual Safeguarding training for all staff
- Safeguarding updates disseminated to staff to refresh knowledge through staff meetings based on school needs
- Biannual DSL refresher training attended by all DSL/DDSLs
- Multi-Agency training attended by DSLs
- Clennell Annual Audit to assess any areas for further training
- Access to Clennell Online Platform to access further training, as required
- Trust Safeguarding lead provides bespoke training for staff, including use of CPOMS and the importance of the voice of the child when reporting concerns



STAFF CONDUCT

- Induction of new staff heavily emphasises that "IT COULD HAPPEN HERE"
- Induction pack includes Whistle Blowing policy & procedure and Staff Code of Conduct
- Staff receive training on Low Level Concerns
- Staff Code of Conduct very clear on expectations for all employees

TELLING SCHOOL

- Pupils are taught that we are a "Telling School" and have the confidence to be open
- Staff know the importance of taking time to listen to pupils, gathering Pupil Voice
- Non-teaching members of the SLT are available to listen to children without the need to rush back to the classroom
- We have anti-bullying ambassadors (all staff) to support pupils when they need to speak about bullying
- Pupils can report anonymously through available the 'Connection Boxes' in each classroom

CURRICULUM

- PSHE curriculum teaches about Healthy and Unhealthy relationships, knowing our bodies and the importance of consent in a variety of situations.
- PSHE and Computing curriculum teaches about Staying Safe (Online, at Home; Digital Footprints)
- PSHE curriculum teaches Understanding Risk including local risks
- PSHE curriculum teaches about Equality, Diversity & Inclusion alongside British Values
- Pupils are taught who their trusted adults/Duty Bearers are (staff lanyards and ID badges)
- Assemblies are planned to deliver Safeguarding topics but can also respond to emerging Safeguarding issues.

SAFEGUARDING PROCEDURES

- Full Safeguarding training updated annually for all staff
- Safeguarding updates released throughout the year
- Important pastoral information identified on Arbor
- Staff log nagging doubts on CPOMS but speak directly to DSLs with major concerns
- DSL/DDSL action as appropriate any CPOMS notifications
- Attendance is prioritised and followed up at all times by the Attendance Champion
- Welfare checks carried out for non-attenders, as necessary

STANDING AGAINST HARASSMENT

- Child-on-child abuse is not tolerated - instances of Child-on-child abuse is recorded on CPOMS
- The school promotes the values of **Ready, Respectful, Safe**
- We do not accept that there is "banter" and staff will always address this with pupils
- Anti-bullying ambassadors (all staff) support pupils who feel they need to talk about bullying
- As a UNICEF Gold Award Rights Respecting School, we promote respect to all in our community and globally